

ALCOHOL & DRUG USE IN THE WORKPLACE



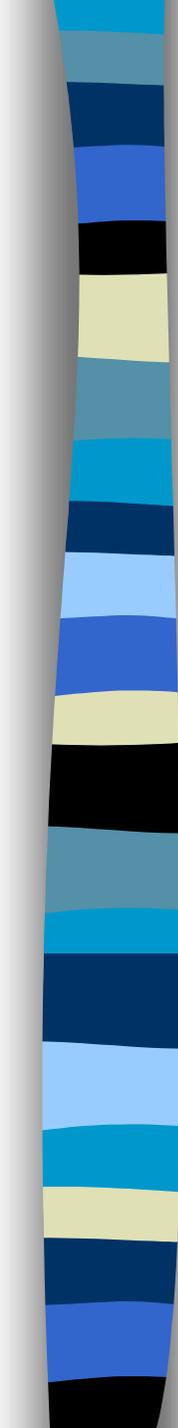
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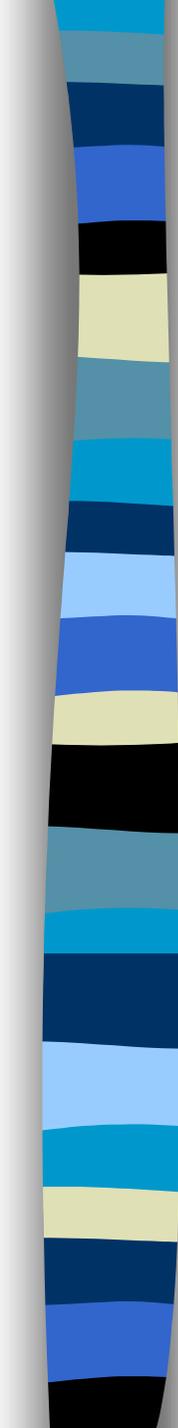
Bethesda, MD

March 2000



Evolution of Workplace Anti-Drug Programs

- 1981 U.S. Military
- 1983 Utilities -Transportation
- 1984 Oil and Chemical Industries
- 1985 Fortune 500
- 1986 Federal Government
- 1988 Government Regulated Testing
 - Transportation and Nuclear Industries



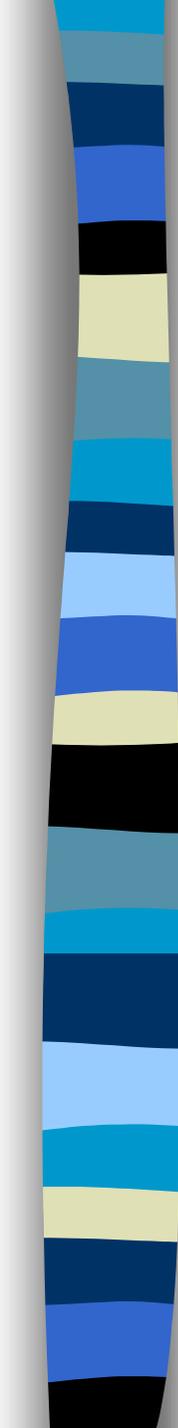
Continuation: Evolution of Workplace Anti-Drug Programs

■ 1988

- Drug Free Workplace Act
- Supreme Court Decisions
- Business Assumes Leadership

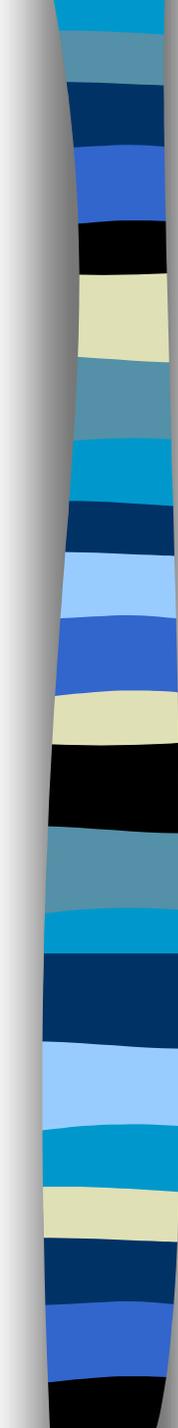
■ 1991

- Transportation Employee Testing Act
 - » Requires Drug Testing
 - » Requires Alcohol Testing
 - » 8.4 million transportation workers covered



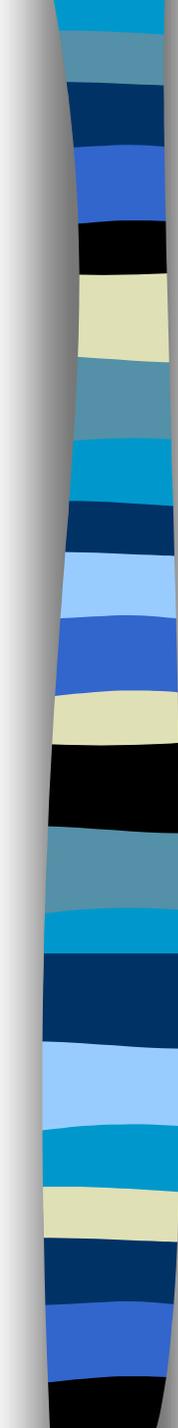
Elements of a Workplace Anti-Drug Program

- Written and Communicated Policy
- Training for Supervisors
- Education for Employees
- An Employee Assistance Resource
- Drug Testing



Factors Increasing Drug Testing

- Political Events
- Legislative Events
- Serendipitous Events

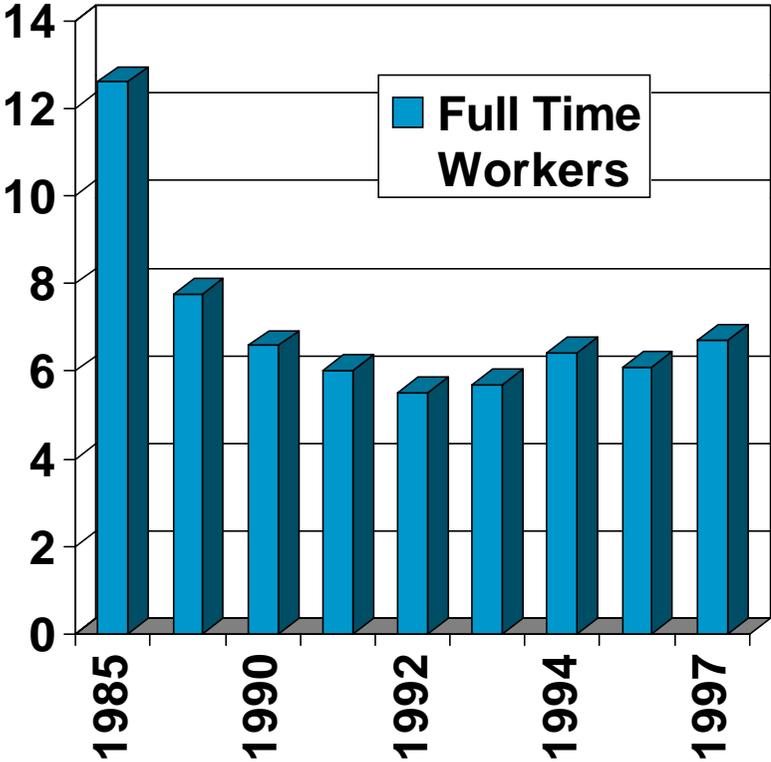


Philosophy About Drug Testing

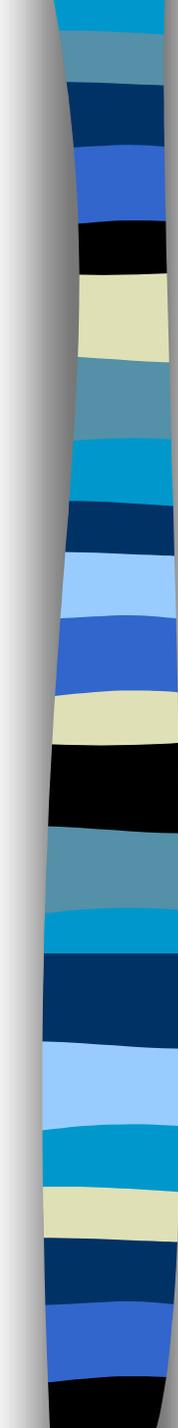
- Early '80's very punitive
 - Find them and fire them
- Positive shift in the mid-'80's
 - Get them help and back on the job
- Continuum of policy options tied to the nature of the workplace

Signs of Success: Decrease in Current Drug Use Among Full Time Workers

Millions



Source: National Household Survey



Conclusions

Based on experience, US companies believe that workplace anti-drug programs are:

- Good for Workers
- Good for Business
- Will substantially reduce the problem of substance abuse in the nation